



97TH GENERAL ASSEMBLY

State of Illinois

2011 and 2012

HB3780

Introduced 5/16/2011, by Rep. La Shawn K. Ford

SYNOPSIS AS INTRODUCED:

New Act

Creates the People with Disabilities Act. Provides that the Act is designed to: (1) improve State services delivery to Illinois' people with disabilities; (2) increase the number of people with disabilities: who are employed throughout State government, who are promoted, and who are veterans who are hired by State government; (3) assist State agencies meet goals established by the People with Disabilities State Employment Plan; and (4) establish a People with Disabilities State Employment Plan Advisory Council. Provides that "disability" has the same meaning as in the Illinois Human Rights Act (determinable physical or mental characteristic of a person). Provides that the Department of Central Management Services shall: develop and implement plans to increase the number of people with disabilities employed by the State, including those at supervisory, technical, professional, and managerial levels; prepare a People with Disabilities State Employment Plan; annually report to the General Assembly State agency activities that implement the Plan; and assist State agencies with training programs. Provides that each State agency shall: implement programs under the Plan to increase the number of people with disabilities employed by the State, including at supervisory, technical, professional, and managerial levels; and report annually to the Department its activities that implement the Plan. Provides that the People with Disabilities State Employment Plan Advisory Council is created, consisting of 11 members each of whom shall be a subject matter expert on people with disabilities appointed by the Governor. Provides that members shall serve without compensation, but shall be reimbursed for reasonable expenses from appropriated funds. Includes other provisions. Effective immediately.

LRB097 11955 AJO 55658 b

FISCAL NOTE ACT
MAY APPLY

A BILL FOR

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the People
5 with Disabilities Act.

6 Section 5. Purposes. The purposes of this Act are as
7 follows:

8 (a) improve the delivery of State services to Illinois'
9 people with disabilities by increasing the number of people
10 with disabilities who are State employees and the number of
11 people with disabilities who are State employees serving in
12 supervisory, technical, professional, and managerial
13 positions;

14 (b) identify State agencies' staffing needs and
15 qualification requirements;

16 (c) track hiring practices and promotions of people with
17 disabilities who are employed by State agencies;

18 (d) increase the number of people with disabilities
19 employed by State agencies;

20 (e) increase the number of people with disabilities who are
21 State employees who are promoted;

22 (f) increase the number of people with disabilities who are
23 veterans hired by State agencies;

1 (g) assist State agencies to meet their goals established
2 pursuant to the People with Disabilities State Employment Plan;
3 and

4 (h) establish the People with Disabilities State
5 Employment Plan Advisory Council.

6 Section 10. Definitions. In this Act:

7 "Department" means the Department of Central Management
8 Services.

9 "Disability" has the meaning given to that term in Section
10 1-103 of the Illinois Human Rights Act.

11 "State agency" or "agency", whether used in the singular or
12 plural, means all departments, officers, commissions, boards,
13 institutions, and bodies politic and corporate of the State.
14 The term, however, does not mean the judicial branch,
15 including, without limitation, the several courts of the State,
16 the offices of the clerk of the supreme court and the clerks of
17 the appellate court, and the Administrative Office of the
18 Illinois Courts, nor does it mean the legislature or its
19 committees or commissions.

20 Section 15. People with Disabilities State Employment
21 Plan.

22 (a) The Department shall have a full-time position
23 designated as the People with Disabilities State Employment
24 Coordinator to monitor compliance with the People with

1 Disabilities State Employment Plan.

2 (b) The Department shall develop and implement plans to
3 increase the number of people with disabilities employed by
4 State agencies and the number of people with disabilities
5 employed by State agencies at supervisory, technical,
6 professional, and managerial levels.

7 (c) The Department shall prepare and revise annually a
8 People with Disabilities State Employment Plan in consultation
9 with individuals and organizations knowledgeable on this
10 subject and with the People with Disabilities State Employment
11 Plan Advisory Council. The Department shall report to the
12 General Assembly by February 1 of each year, beginning with
13 February 1, 2012, each State agency's activities that implement
14 the People with Disabilities State Employment Plan.

15 Section 20. State agency affirmative action and equal
16 employment opportunity goals.

17 (a) Each State agency shall implement strategies and
18 programs in accordance with the People with Disabilities State
19 Employment Plan to increase people with disabilities employed
20 by that State agency and the number of disability community
21 members employed by that State agency at supervisory,
22 technical, professional, and managerial levels.

23 (b) Each State agency shall report annually to the
24 Department and the Department of Human Rights, in a format
25 prescribed by the Department, all of the agency's activities in

1 implementing the People with Disabilities State Employment
2 Plan. Each agency's annual report shall include reports or
3 information related to the agency's community employment
4 strategies and programs that the agency has received from the
5 Department, the Department of Human Rights, or the Auditor
6 General, pursuant to their periodic review responsibilities;
7 findings made by the Governor in his or her report to the
8 General Assembly; assessments of service needs based upon the
9 agency's service populations; information on the agency's
10 studies and monitoring success concerning the number of
11 disability community members employed by the agency at the
12 supervisory, technical, professional, and managerial levels
13 and any increases in those categories from the prior year; and
14 information concerning the agency's disability community
15 employment budget allocations.

16 (c) The Department shall assist State agencies required to
17 establish preparation and promotion training programs under
18 subsection (H) of Section 7-105 of the Illinois Human Rights
19 Act for failure to meet their affirmative action and equal
20 employment opportunity goals. The Department shall survey
21 State agencies to identify effective existing training
22 programs and shall serve as a resource to other State agencies.
23 The Department shall assist agencies in the development and
24 modification of training programs to enable them to meet their
25 affirmative action and equal employment opportunity goals and
26 shall provide information regarding other existing training

1 and educational resources, such as the Upward Mobility Program,
2 the Illinois Institute for Training and Development, the
3 Central Management Services Training Center, Executive
4 Recruitment Internships, and Graduate Public Service
5 Internships.

6 Section 25. People with Disabilities State Employment Plan
7 Advisory Council.

8 (a) The People with Disabilities State Employment Plan
9 Advisory Council is created, consisting of 11 members, each of
10 whom shall be a subject matter expert on people with
11 disabilities, appointed by the Governor.

12 (b) All members of the People with Disabilities State
13 Employment Plan Advisory Council shall serve without
14 compensation, but shall be reimbursed for their reasonable and
15 necessary expenses from funds appropriated for that purpose.

16 (c) The People with Disabilities State Employment Plan
17 Advisory Council shall examine: (1) the prevalence and impact
18 of people with disabilities employed by State government; (2)
19 the barriers faced by people with disabilities who seek
20 employment or promotional opportunities in State government;
21 and (3) possible incentives that could be offered to foster the
22 employment of and the promotion of people with disabilities in
23 State government.

24 (d) The Council shall meet quarterly to provide
25 consultation to State agencies and the People with Disabilities

1 State Employment Coordinator.

2 (e) The People with Disabilities State Employment Plan
3 Advisory Council shall receive administrative support from the
4 Department of Central Management Services and shall issue an
5 annual report of its activities each year on or before December
6 1, beginning with December 1, 2012.

7 Section 99. Effective date. This Act takes effect upon
8 becoming law.